

MYR GROUP

Human Resource Policy Statement

Topic: Drug Free Work Place

Section: HR 04.50

PURPOSE AND COVERAGE

MYR Group Inc. and its subsidiary companies (the "Company") values its employees and customers and recognizes the need for a safe, productive and healthy work environment. Employees who abuse drugs and/or alcohol are less productive, less dependable, and are a critical threat to the safety, security and welfare of the Company, its employees, customers, and vendors as well as the public. The establishment of a Drug-Free Workplace Policy (the "Policy") is consistent with the Company's desire to provide a safe, productive work environment for its employees, and is in compliance with 41 U.S.C. §§ 701-707.

Accordingly, it is the policy of the Company to maintain a workplace free from the use and abuse of drugs and alcohol. **To do so, the Company requires that all employees and applicants for employment comply with the terms of this Policy as a condition of employment and continued employment.**



This Policy will supplement any existing drug and alcohol policy that is required by a client and/or mandatory testing by a Federal or State Agency or a collective bargaining agreement. Where this policy becomes a supplement, the more stringent requirement of the two policies will prevail, if allowed by the other document. Employees who are leased or subcontracted to clients may be required to be tested if required under the client's policy, and the policy complies with applicable law. **This Policy, by its terms, also covers applicants insofar as applicants, after a conditional offer of employment has been made, are required to consent to, take and participate in a pre-employment test.** Applicants, however, are not entitled to participate in any Employee Assistance or Rehabilitation Program offered by the Company to its employees. If questions arise regarding this Policy, please direct them to your supervisor or Human Resources.

NON-DISCRIMINATION

In accordance with the requirements of the Americans with Disabilities Act, the Company does not discriminate against employees or applicants who are qualified individuals with a disability who are not currently engaged in use of illegal drugs and who do not otherwise violate the provisions of this Policy, including but not limited to individuals who: 1) have successfully completed or who are currently participating in a supervised rehabilitation program and are no longer engaging in such use; or 2) have otherwise been rehabilitated successfully and are no longer engaging in such use.

INSPECTIONS

The Company reserves the right to inspect all Company vehicles, premises (including all work sites), and property (including offices, desks, lockers and other repositories), and the employee's personal effects (such as lunch boxes/bags, purses, gym bags, backpacks, handbags, briefcases, packages or coats) where there is reasonable cause to believe that an employee has violated this Policy. This Policy will extinguish and eliminate any continuing expectation of privacy where reasonable cause exists to believe that there has been a Policy violation. Where reasonably practical, inspections will be conducted in the presence of the employee implicated in the potential Policy violation.

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DEFINITIONS

Drug means a controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. § 812, including cocaine, opiates, marijuana, amphetamines, phencyclidine (PCP). The term "illegal drug" does not include the use of a drug obtained and taken under supervision by and in accordance with prescriptions issued by a licensed health care professional and other drugs otherwise authorized to be used under the Controlled Substances Act.

Under the influence of alcohol means (1) the presence of alcohol in the individual's system which equals or exceeds a blood alcohol content (BAC) of .04; or (2) behavior, appearance, speech, or bodily odors that lead a supervisor or manager to reasonably suspect that the employee is impaired by alcohol during working time or on the Company premises.

Under the influence of drugs means (1) the presence of any detectable amount of an illegal drug or its metabolites demonstrated by a verified positive drug test result, or (2) behavior, appearance, speech, or bodily odors that lead a supervisor or manager to reasonably suspect that the employee is impaired by illegal drugs or is using illegal drugs during working time or on the Company property.

During working time means time during which the employee is being paid to work for or represent the Company or the employee is in fact representing the Company's interests. The terms also include all paid break and meal periods and anytime while operating Company vehicles or equipment.



Safety-sensitive position means a job, including any supervisory or management position, in which impairment caused by drug or alcohol usage, would threaten the health or safety of any person.

TESTING

The Company reserves the right, within the limits of federal and state laws, to examine and test for the presence of drugs and/or alcohol. Under the conditions of this Policy, **applicants for employment or employees may be asked to submit to a medical examination and/or submit to urine, saliva, breath, and/or blood testing for drugs and/or alcohol.** The types of testing performed by the Company include, but are not limited to, the following:

Pre-Employment/Pre-Placement

The Company makes all offers of employment subject to and conditioned on the applicant's: 1) consent to taking a drug and/or alcohol test; and 2) a negative test result. Applicants will be required to voluntarily submit to urinalysis, breath, blood or saliva drug and/or alcohol testing and sign a consent and testing appointment agreement. If the tests are positive or if the applicant refuses to undergo testing, the offer of employment will be withdrawn, provided that, where an

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offer is withdrawn on the basis of a positive alcohol test, the withdrawal is job-related and consistent with business necessity.

Post-Accident

A drug and/or alcohol test will be conducted on all employees involved in accidents occurring during work time or on the Company property. Covered accidents include, but are not limited to, accidents that the employee caused or contributed to that involves: 1) personal injury to employees or others which necessitates medical attention; or results in lost work time; and/or 2) damage to the Company, Client or Private property. Employees are expected to make themselves available for post-accident testing. If circumstances require an employee to leave the scene of an accident, the employee must make a good faith attempt to be tested and to notify the Company of his or her location. Any employee who fails to report any work-related accident is in violation of this Policy and is subject to disciplinary action, up to and including termination. Under certain state laws, employees testing positive may be ineligible for workers' compensation benefits. Alcohol and drug tests shall be administered within two (2) hours of an accident. If for any reason the test cannot be completed within the specified time limit, a written explanation must be sent to the Drug Program Coordinator immediately. Failure to comply with this section or failure to submit to the drug/alcohol will be construed as a positive test and may result in discipline, up to and including discharge.

Random

All employees will be subject to unannounced drug and/or alcohol tests on a random selection basis. Random selection basis means a mechanism for selection of employees that: 1) results in an equal probability that any employee from a group of employees subject to the selection mechanism will be selected, and 2) does not give the Company discretion to waive the selection of any employee selected under the mechanism.

Reasonable Cause



Employees will be asked to submit to a drug and/or alcohol test if reasonable cause exists indicating that the employee is under the influence of illegal drugs or alcohol. Reasonable cause means a basis for forming a belief based on specific facts and rational inferences drawn from those facts. The attached "Drug and Alcohol Suspicion Checklist" will be utilized when a reasonable cause exists. Any supervisor that questions employees for reasonable cause should have at least sixty (60) minutes of training on alcohol misuse and sixty (60) minutes of training on controlled substance use.

Mandatory

All employees will be subject to drug and/or alcohol testing on or about the effective date of this Policy.

POLICY PROHIBITIONS

Employees are strictly prohibited from engaging in the conduct listed below. Any violation of this Policy may result in discipline up to and including termination of employment.

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1. With respect to illegal drugs, employees violate this Policy by engaging in the following conduct, whether or not during work time or on the Company's or a client's premises or property:
 - a) bringing and/or storing (including in a desk, locker, automobile, or other repository) illegal drugs or drug paraphernalia on the Company's premises or property, including the Company's owned or leased vehicles, in vehicles used for the Company purposes or a customer's premises;
 - b) having possession of, being under the influence of, testing positive for, or otherwise having in one's system, illegal drugs;
 - c) using, consuming, transporting, distributing or attempting to distribute, manufacturing, selling or dispensing illegal drugs;
 - d) a conviction or plea of guilty relative to any criminal drug offense. All employees must notify the Company in writing of any criminal drug conviction no later than five (5) calendar days after such conviction;
 - e) abuse of prescription drugs which includes exceeding the recommended prescribed dosage or using others' prescribed medications;
 - f) switching, tampering with or adulterating any specimen or sample collected under this Policy, or attempting to do so;
 - g) refusing to cooperate with the terms of this Policy which includes submitting to questioning, drug testing, medical or physical tests or examinations, when requested or conducted by the Company or its designee, is in violation of the Company's Policy and subject to disciplinary action, up to and including termination. A refusal to test includes conduct obstructing testing such as failure to sign necessary paperwork, failing to report to the collection site at the appointed time and failing to be reasonably available for a post-accident test;
 - h) failure to consent to, participate in and abide by the terms and recommendations of any Employee Assistance Program (EAP) or rehabilitation program to which the Company makes a referral, including but not limited to, failure to follow recommendations, if any, regarding behavior modification and abstinence. These failures are a violation of this Policy, as is any failure to be available for any prescribed continuing or follow-up sessions;
 - i) failure to advise a supervisor or manager of the use of a prescription or over-the-counter drug which may alter the employee's ability to perform the essential functions of his or her job is a violation of this Policy; or
 - j) failure of employees to notify his or her supervisor before going to work if he or she believes that he or she is under the influence of drugs.

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2. With respect to alcohol, employees violate this Policy by engaging in the following conduct during work time or on the Company's or client's premises or property:
- a) bringing and/or storing (including a desk, locker, automobile, or other repository) alcohol on the Company premises or property (for the purposes of consumption on Company premises or during working hours). For purposes of this policy, Company property includes Company owned or leased real estate, Company owned or leased vehicles or customer's premises.
 - b) having possession of, being under the influence of, testing positive for or having in one's system, alcohol;
 - c) using, consuming, transporting, distributing or attempting to distribute, manufacturing, selling or dispensing alcohol;
 - d) a conviction or plea of guilty relative to any criminal alcohol offense. All employees must notify the Company in writing of any criminal alcohol conviction no later than five (5) calendar days after such conviction;
 - e) switching, tampering with or adulterating any specimen or sample collected under this Policy, or attempting to do so;
 - f) refusing to cooperate with the terms of this Policy which includes submitting to questioning, alcohol testing, medical or physical tests or examinations, when requested or conducted by the Company or its designee, is in violation of the Company's Policy and subject to disciplinary action, up to and including termination. A refusal to test includes conduct obstructing testing such as failure to sign necessary paperwork, failing to report to the collection site at the appointed time and failing to be reasonably available for a post-accident test;
 - g) failure to consent to, participate in and abide by the terms and recommendations of any Employee Assistance Program (EAP) or rehabilitation program to which the Company makes a referral, including but not limited to, failure to follow recommendations, if any, regarding behavior modification and abstinence. These failures are a violation of this Policy, as is any failure to be available for any prescribed continuing or follow-up sessions; or failure of employees to notify his or her supervisor before going to work if he or she believes that he or she is under the influence of alcohol.

There may be occasions when it is permissible to consume reasonable amounts of alcohol on the Company property during work time, if an authorized member of the Company's management authorizes the consumption of alcohol, in advance, and in writing to the employees. Examples of occasions that might qualify for exemption include the Company functions or business functions, consumption after business hours (after 5:00 p.m.). Discretion in the use of alcohol is advised and in no event should the person's consumption render the employee to be "under the influence" as described by State limits.

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Notwithstanding the foregoing exceptions, employees understand that it is a violation of this Policy to drive any vehicle if a manager has reasonable cause to believe that an employee authorized to consume alcohol under this section is under the influence of alcohol, or the employee believes that he or she is under the influence of alcohol. Managers or employees who find themselves in these circumstances are expected to ensure that the involved employee or employees do not drive, but instead take a taxicab and/or stay at a hotel.

CONSEQUENCES FOR POLICY VIOLATIONS

Employees who engage in any of the prohibited conduct listed above are in violation of this Policy and are subject to discipline, up to and including termination and at the Company's sole discretion. While the discipline imposed will depend on the circumstances, and the Company reserves the right to determine, at its discretion, discipline imposed; ordinarily drug/alcohol related offenses will result in immediate termination.

Finally, employees for post-accident or reasonable cause testing will be removed from his or her position and receive a non-disciplinary suspension until the Company receives the test results. Employees will not be compensated for time missed from work if the test is positive, but will be compensated if the test is negative.



VOLUNTARY TREATMENT AND COUNSELING

We encourage all employees who need assistance in dealing with alcohol or drug abuse dependency problems to seek counseling through the various private and public agencies that are available. Employees who come forward to request treatment or leaves of absence for treatment will not be subject to discipline. Costs associated with any rehabilitation program may be covered by the employee's medical insurance plan; however, any costs not covered by the employee's medical insurance plan and which are not otherwise required to be paid by any applicable plan are entirely the employee's sole responsibility. The Company will comply with any applicable medical leave law, disability discrimination law or applicable leave policy in the event leave is requested. Except as otherwise required by such laws or policies, the Company cannot guarantee that the employee will return to the same or a comparable position upon return to duty.

Employees may not escape discipline by first requesting such treatment and/or leaves after being selected for testing by the Company's Third Party Administrator (either prior to or after such notification to the employee) for testing or violating the Company's policies and rules of conduct. Nor will such requests, leaves or participation in treatment or counseling excuse employees from compliance with normal standards of performance or conduct. Requests for voluntary treatment or counseling and related matters will be kept confidential in accordance with any applicable federal and/or state law requirements.

CONFIDENTIALITY AND PRIVACY

All drug and alcohol test results are reported to the Company's DPC and will remain and be considered confidential. Results will only be disclosed within the Company and on a need-to-know basis and as

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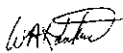
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allowed by law and retained in a secure location with controlled access. Information about an employee's medical condition or history obtained in connection with a drug and alcohol test will be kept in a file separate and apart from the employee's personnel file. The release of an individual's drug and alcohol test results and other information gained in the testing process will only be otherwise disclosed in accordance with an individual's written authorization or as otherwise required by applicable law.

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The Company will attempt to ensure that all aspects of the testing process, including specimen or sample collection, are as private and confidential as reasonably practical. Employees or applicants will not be observed while providing a urine specimen unless there is reason to believe the employee or applicant has tampered with, adulterated, switched or attempted to tamper with, adulterate or switch a urine specimen.

EDUCATION AND TRAINING



The Company has available information, education and training regarding problems associated with drug and alcohol abuse in the workplace and otherwise. One important source of information is the "Employee's Education Manual." We also provide training for supervisors and managers through, among other things, the "Supervisor's Training Manual."

CONSENT

As a condition of continued employment, employees must sign a consent form (a copy of which is attached hereto and made a part hereof).

RESERVATION OF RIGHTS

This Policy supersedes and revokes any other Company practice or policy relating to the use of drugs and alcohol in the workplace and drug and/or alcohol testing. The Company reserves the right to interpret and administer this Policy, and at any time and at its sole discretion, amend, supplement, modify, revoke, rescind or change this Policy, in whole or in part, with or without notice and with or without consideration. This Policy is not an express or implied contract of employment nor is it to be interpreted as such. Additionally, this Policy does not in any way affect or change the status of any at-will employee. At-will employees continue to be free to terminate their employment or resign from employment at any time and the Company continues to be free to terminate employee, with or without cause, with or without notice, for any lawful reason or for no reason at all. Nothing in this Policy is a promise or guarantee or should be construed as a promise or guarantee that the Company will follow in any particular circumstances any particular course of action, disciplinary, rehabilitative or otherwise.

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DISCIPLINE POLICY

Exhibit A

BELOW IS THE SCHEDULE OF OFFENSES THAT ARE CONSIDERED SERIOUS ENOUGH TO WARRANT DISCIPLINARY ACTIONS. THE DISCIPLINE NOTED IS THE **MINIMUM** TO BE ADMINISTERED. THE "ACTIVE TIME PERIOD" IS THE MINIMUM TIME A VIOLATION IS TO STAY ON AN EMPLOYEES' RECORD.

	VIOLATION	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	ACTIVE TIME PERIOD
1	SAFETY VIOLATION, LIFE THREATENING	WRITTEN WARNING. INSTRUCTION PRIOR TO RETURN TO WORK. MAY INCLUDE SUSPENSION OR TERMINATION.	TERMINATION		1 st . DNR - REHIRED ONLY WITH GVP APPROVAL 2 nd /DNR
2.	SAFETY VIOLATION NON-LIFE THREATENING	VERBAL WARNING. INSTRUCTION PRIOR TO RETURN TO WORK. MAY INCLUDE SUSPENSION OR TERMINATION.	WRITTEN WARNING. INSTRUCTION PRIOR TO RETURN TO WORK. MAY INCLUDE SUSPENSION OR TERMINATION	TERMINATION	DNR 12 MONTHS
3	UNDER INFLUENCE OF ALCOHOL OR DRUGS	PER DRUG AND ALCOHOL POLICY			DNR MINIMUM 24 MONTHS REHIRED ONLY WITH GVP APPROVAL
4	THEFT OF PROPERTY (employer, owner, public)	TERMINATION			DNR
5	FALSIFICATION OF TIME SHEET	TERMINATION			DNR 36 MONTHS
6	INSUBORDINATION	TERMINATION			DNR 12 MONTHS REHIRED ONLY WITH GVP APPROVAL
7	GROSS MISCONDUCT	TERMINATION			DNR
8	INAPPROPRIATE OR UNPROFESSIONAL CONDUCT	TERMINATION			DNR
9	MAJOR VIOLATION OF OTHER COMPANY POLICIES	TERMINATION			DNR 36 MONTHS REHIRED ONLY WITH CEO APPROVAL

*suspension is time off without pay
Revised 12/13/01 for life threatening violations, 1st and second offences
Revised 5-20-05 for life threatening violations, 1st offense. Must receive instructions prior to returning.
Revised Non-Life Threatening violation, 1st and 2nd offense, must receive instructions after violations

12-13-01

Revised 7-27-06

DISCIPLINE POLICY

Notes:

1. Policy has been updated on May 20, 2005;
2. Violation #1, Life Threatening situations, now includes mandatory employee instructions prior to the return to the job;
 - a. If suspension or termination on first offense, can only be rehired with GVP approval.
3. Violation #2, Non-Life Threatening situations, now includes mandatory employee instruction prior to the return to the job for first and second offenses
4. The District Manager or his designee is responsible for the employee instruction for the safety violation. Such instruction must be documented in the employee's personnel file and entered into JD Edwards under "Employee Profile Data", "Safety Training/Events" as "Instruct" with the date, type of instruction and instructor's name.

*suspension is time off without pay
Revised 12/13/01 for life threatening violations, 1st and second offenses
Revised 5-20-05 for life threatening violations, 1st offense. Must receive instructions prior to returning.
Revised Non-Life Threatening violation, 1st and 2nd offense, must receive instructions after violations

12-13-01

Revised 7-27-06

Exhibit B

Potential Life Threatening Examples (Not All Inclusive)

- **Failure to Wear Proper PPE When Required**
 - Rubber Gloves and Sleeves in Voltage Potential Situations
 - Lanyard / Harness when Working in Aerial Lifts
- Failure to Lock Out / Tag Properly
- Failure to Use Proper and Sufficient Line Cover
- Failure to Ground Properly
- Violation of Confined Space Regulations
- Violation of Trenching / Shoring Regulations

ANTI-HARASSMENT POLICY

This policy applies to all employees of the MYR Group Inc. and its subsidiaries including; The L. E. Myers Co., Sturgeon Electric Company, Inc., Harlan Electric Company, and Hawkeye Construction Inc. (hereinafter referred to individually or collectively as the case may be, as the "Company"). It also applies to the employees of any contractor, supplier, business client, vendor, or customer that does business with MYR.

The Company is strongly committed to maintaining a work environment that is free from harassment by any co-worker, supervisor, or other person. This includes freedom from harassment because of a person's gender, age, race, color, national origin, religion or disability.

All harassment is specifically prohibited by the Company including sexual harassment. Sexual Harassment is defined as an unwelcome sexual advance or conduct of a sexual nature which adversely affects the terms and conditions of employment. Such adverse effects occur when:

- Submission to such unwelcome conduct is made either explicitly or implicitly a term or condition of employment.
- Submission to or rejection of such unwelcome conduct is used as the basis for employment decisions affecting an employee or applicant.
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive work environment.

To maintain a suitable work environment, the MYR Group prohibits the following conduct in the workplace:

- Sexual advances, flirtations, requests, threats or intimation for sexual behaviors, lewd comments, graphic verbal commentaries about an individual's body, comments or innuendoes regarding sexual behavior, and other vocal activity, such as catcalls and wolf whistles.
- Sexually suggestive gestures or conduct.
- Display of photographs, cartoons articles or other written materials or objects of a sexual nature in the workplace.
- Ethnic, racial, or religious slurs, offensive "jokes," or other statements or types of behavior which substantially interfere with an employee's work performance or create an intimidating, hostile or offensive work environment.

All acts of harassment in the workplace, whether or not specifically included in the above list, are considered a major offense and will be handled as a disciplinary matter.

In the furtherance of this commitment, the following policy has been established.

The Company disapproves of and will not tolerate harassment in its workplace. Therefore, it is unacceptable for any employee or other person to engage in conduct that includes unwelcome sexual advances, requests for sexual favors or implicit or explicit verbal or physical acts based on sex, or harassment because of an individual's gender, age, race, color, national origin, religion or disability.

Any employee engaging in such conduct will be subject to disciplinary action, including termination of employment. Any supervisor who knows of any type of harassment (including sexual harassment) or has a reasonable suspicion that such harassment is occurring or has occurred and fails to take action pursuant to this policy will be subject to discipline, including termination of employment. Any employee of a contractor, supplier, business client, vendor or customer who violates this policy will subject themselves and their employer to a change in relationship with the Company, including termination of that relationship.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the Company to recruit, hire, train and promote individuals who are qualified for any position by reason of education, training, experience and personal characteristics, without regard to age, race, color, religion, sex, national origin, handicap when unrelated to performance of a specific job, or veteran status.

Recruitment and Hiring

In the recruitment and selection of employees, it is the policy of the Company to further the principles of equal employment opportunity by seeking talented and competent persons who are suited for the position available by reason of education, training, interpersonal skills and general ability. The Company will make this policy known to employment agencies, Company personnel and all recruiting sources used. In all solicitations and advertisements for employees, the Company will use or require the use of specific reference to its status as "An Equal Opportunity Employer", and will indicate its desire to consider both male and female applicants.

Promotions/Transfers

It is the policy of the Company that promotions are based on past performance and qualifications to perform additional functions and/or assume additional responsibilities, determined by objective standards.

Personnel Actions

It is the policy of the Company that all personnel actions, such as compensation, benefits, transfers, layoffs, return from layoff, Company sponsored training, education, and social programs will be administered without regard to age, race, color, religion, gender, national origin, handicap, when related to performance of a specific job, or veteran status.

Policy Administration

In order to further promote the Company policy of nondiscrimination and to promote the effective utilization of minority groups and female personnel, the Company has adopted and implemented an Affirmative Action Program. This program is periodically reviewed and communicated to all management personnel. In addition, Affirmative Action Programs have been prepared with respect to handicapped persons and veterans. The implementation of the Affirmative Action Plan shall be the responsibility of each manager and supervisor. The coordination and monitoring of the Affirmative Action Program has been entrusted to the Vice President Human Resources, or local Manager Human Resources (where applicable).

Policy Responsibility

All officers and managers are responsible for administration of this policy.

COMPLAINT PROCEDURES

Employees believing they have been unlawfully harassed or discriminated against or have witnessed violations of this policy, should report it immediately to their supervisor or the Vice President Human Resources. If it is the conduct of the supervisor that is being complained, the employee should report it promptly and directly to the Vice President of Human Resources. If for any reason the incident cannot be reported to one of these persons, it should be immediately reported to the Vice President and Chief Legal Officer of the Company.

Employees should refrain from gossip or complaints to persons within the Company other than those identified above.

It is in the best interest of all parties concerned that the identity of individuals who violate this policy are brought to the attention of the appropriate individuals so that the Company may investigate and fully resolve such matters.

Retaliatory action against an employee because the employee has filed a complaint or participated in an investigation pursuant to this policy will not be tolerated. Any employee who feels that retaliatory action has been taken because he or she complained of harassment or discrimination should also immediately report that action to a supervisor or the Director Human Resources.

All allegations will be investigated. The totality of the circumstances, the nature of the harassment, and the context in which the alleged incidents occurred will be considered in making this determination. Following such an investigation, the Company will determine what appropriate action will be taken, including disciplinary action, up to and including discharge.

Confidentiality regarding the individual's identity, as well as the record of the complaint of harassment and investigation will be maintained to every extent possible. Disclosure will only occur when circumstances warrant such as during the investigation of a complaint or in response to legal directives.

No reprisals will be taken against anyone who makes a harassment complaint.

Policy Responsibility

All officers and managers are responsible for administration of this policy.

FAMILY AND MEDICAL LEAVE (FMLA) POLICY

Eligibility for Leave

Any regular full-time or part-time employee, who has been employed by the Company at least twelve (12) months and has worked at least 1,250 hours during the twelve (12) months preceding the commencement of a leave of absence, is eligible for family or medical leave of absence if certain conditions are met. An employee, except for certain highly compensated employees, will be returned to the same or equivalent position.

Types of Leave

An eligible employee may take a leave for one or more of the following reasons:

Medical Leaves

The inability of the employee to perform the functions of his or her position due to a serious health condition or pregnancy disability.

Family Leaves

Father's attendance at birth of child

Parents care of a newborn son or daughter, if within twelve (12) months after birth of child

Placement of a son or daughter with the employee for adoption or foster care, if within twelve (12) months after date of placement

Care for a spouse, child (under 18 years or disabled) or parent of employee who has a serious health condition

Leave Procedures

If the necessity for the leave is foreseeable, an employee must notify the supervisor of the request 30 days prior to the anticipated leave. But in any case, notice is required as soon as practicable. If the leave is foreseeable based on a planned medical leave, the employee also must make a reasonable effort to schedule the treatment so as not to unduly disrupt Company operations. If the leave is unforeseeable, the employee is expected to give notice to the employer of the need for FMLA (Family and Medical Leave Act) leave as soon as practicable under the circumstances, i.e., within one or two working days.

An employee requesting leave must complete an "Application for Leave" and provide appropriate documentation, as may be requested, to verify the reasons for the leave. Any request for leave based on serious health condition, whether it involves the employee or a family member, must be made in a timely manner and be supported by medical certification with information such as the date the condition commenced, the probable duration of the condition and appropriate medical facts relating to the condition.

If the leave results from an employee's medical condition, the medical certificate must specify that the employee is unable to perform the functions of his or her job, including the duration of such a work restriction. For leaves stemming from the medical condition of a family member, the medical statement must specify that the employee is needed to care for the family member. In all cases of leave for serious health condition, the Company reserves the right to request a second medical opinion at Company expense.

Failure to provide notification and appropriate medical certification in a timely basis may result in delayed approval.

Length of Leave

Each employee may be granted an unpaid family or medical leave for a period up to twelve (12) weeks during any twelve (12) month period as defined by the Company, except where both spouses work for the Company. In this case, the spouses are limited to twelve (12) weeks of leave in total during any twelve (12) month period unless the leave is necessitated by the serious health condition of the employee or that of the employee's spouse or child.

Non-Exempt employees must use any earned vacation and paid time off (see Paid Time Off Non-Exempt and Salary Continuation Non-Exempt policies) at the beginning of any family or medical leave of absence. However, this does not extend the leave of absence period. Non-Exempt Employees on leave for their own serious health condition or that of their child, spouse or parent must use accrued sick leave.

Exempt employees are not required to use earned vacation (see Salary Continuation Exempt) at the beginning of any family or medical leave of absence. However, this does not extend the leave of absence period beyond twelve (12) weeks.

Benefits During Leave

An employee on an unpaid family or medical leave of absence will be retained on the Company health plan on the same condition as active employees, except that the employee must make arrangements with the Vice President Human Resources for payment of the employee's portion of the coverage premium. If the employee is on paid leave, appropriate deductions for health insurance will be made from the employee's paycheck.

In the event that an employee fails to return from family or medical leave, the employee will be liable for the premiums paid by the employer to maintain insurance coverage unless: (1) the employee's failure to return to work stems from the continuation, recurrence, or onset of a serious health condition of the employee or a family member; or (2) the failure to return stems from circumstances beyond the control of the employee.

Return From Leave

An employee (except for certain highly compensated employees) returning from leave will be reinstated to the same or an equivalent position upon the employee's return to work. Medical certification is required verifying an employee's ability to return to work. Failure to return to work on the day after the expiration of leave may result in termination of employment.

Reduced Work Schedule/Intermittent Leave

In a limited circumstance as described below, an employee who is eligible for family or medical leave may be permitted to work a reduced schedule or receive periodic time off from work.

In cases of a serious health condition of the employee or a family member, such leave may be permitted in circumstances when medically necessary. Appropriate medical certification will be required. However, where a reduced work schedule or intermittent leave is foreseeable based on planned medical treatment, the Company reserves the right to temporarily transfer the employee to a comparable position that better accommodates the employee's recurring periods of leave.

In other cases in which employees are eligible for family or medical leave, such as pregnancy disability and child care, adoption or placement of a child, the Company may review the individual circumstances involved in considering reduced schedule or intermittent leave requests. The Company may take into account the employee's length of service, number of requests, duties, work load and employee's job performance in making such decisions.

Any time-off, permitted based on a reduced work schedule or intermittent leave, will be treated in the same manner as absences under the family and medical leave policy, and such absences will be applied against the leave permitted under such policy.

USE OF COMPANY EQUIPMENT, VEHICLES AND TOOLS

Employees are prohibited from any unauthorized use of Company owned or leased equipment and vehicles (Company Equipment) or Company owned or leased tools (Company Tools).

Authorized use of Company Equipment shall be limited to:

- The use of the Company Equipment to perform work on behalf of the Company pursuant contract, work order or other work activities of the Company with or for a client or customer of the Company (Company Work);
- Transportation to and from the work site to the Company's office, show up or other location at which the Company Equipment is kept when not in use in performing Company Work; and
- Transportation to and from a location where authorized maintenance is to be performed on the Company Equipment.

Authorized use of Company Tools shall be limited to the performance of Company Work or for performance of authorized repair or maintenance work on Company Equipment or Company owned or leased properties and facilities.

Employees who have been assigned Company Equipment such as owned or leased cars, vans, pick-up trucks or other similar type of vehicle are authorized to use the vehicle for transportation to and from their work site and their residence (or such other location where they may be staying while working away from home, including for meals) and for other Company Work related requirements. Unless allowed by Company Policy, no personal use of such vehicle is permitted without prior written approval is obtained from the Company signed by a Vice President of the Company.

Only an authorized employee is permitted to drive or use Company Equipment including owned or leased cars, vans, pickup trucks or other similar type vehicles. No non-employee is permitted to operate any of these vehicles, unless allowed by Company Policy.

The operation and use of Company Equipment and Tools while under the influence of drugs and/or alcohol is strictly forbidden.

The employee acknowledges that any violation of this policy will result in disciplinary action up to and including termination.

PROPRIETARY INFORMATION

In consideration of my employment by the MYR Group companies, I hereby assign and agree to assign to said corporation all developments relating to the corporations business or to the corporations actual or demonstrably anticipated research or development or resulting from any work performed by me for the corporation. I further agree to disclose promptly to the corporation all such developments and to execute all papers to obtain Letter Patents for said developments in all countries and to vest title thereto in said corporation, its successors or assigns.

Family and Medical Leave (FMLA Leave)

MYR Group Inc. provides up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- Incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition;
- Serious health condition that makes the employee unable to perform the employee's job.

Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or called to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

Eligible employees may also take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty. The injury or illness must make the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Benefits and Protections

During FMLA leave, MYR Group Inc. maintains the employee's health coverage under any group health plan on the same terms as if the employee had continued to work. Employees must continue to pay their portion of any insurance premium while on leave. If the employee is able but does not return to work after the expiration of the leave, the employee will be required to reimburse MYR Group Inc. for payment of insurance premiums during leave.

Upon return from FMLA leave, most employees are restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms. Certain highly compensated employees (key employees) may have limited reinstatement rights.


Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave. Paid time off benefits will continue to accrue during the unpaid leave.

Eligibility Requirements

Employees are eligible if they have worked for MYR Group Inc. for at least 12 months and 1,250 hours over the previous 12 months.

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a

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condition that either prevents the employee from performing the functions of the employee's job, or prevents a qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive full calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

The maximum time allowed for FMLA Leave is either 12 weeks in the 12-month period as defined by MYR Group Inc., or 26 weeks as explained above. MYR Group Inc. uses the 12-month period measured forward from the first day of an employee's leave. In cases where both spouses work for the company, the spouses are limited to 12 weeks of leave in total during any 12 month period unless the leave is necessitated by the serious health condition of the employee or that of the employee's spouse or child.

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt MYR Group Inc.'s operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Employees taking intermittent or reduced schedule leave based on planned medical treatment and those taking intermittent or reduced schedule family leave with MYR Group Inc.'s agreement may be required to temporarily transfer to another job with equivalent pay and benefits that better accommodates that type of leave.

Substitution of Paid Leave for Unpaid Leave

Please refer to MYR Group Inc.'s Salary Continuation Policies (HR01.40 Non-Exempt and HR01.41 Exempt) to review the options available to you regarding MYR Group Inc.'s salary continuation benefits during FMLA.

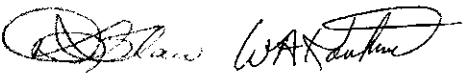
Non-exempt employees must use all accrued and unused vacation and/or Paid Time Off entitlement prior to salary continuation benefits being paid. Non-exempt employees that do not have enough accrued and unused vacation and/or Paid Time Off available during the waiting period (the first 5 days of leave) will not receive compensation for that time. Use of accrued and unused vacation and/or Paid Time Off does not extend the leave of absence period. Non-exempt employees on leave for the serious health condition of that of their child, spouse or parent must use all accrued and unused vacation and/or Paid Time Off at the beginning of their leave.

Exempt employees are not required to use accrued and unused vacation entitlement at the beginning of any family or medical leave of absence; however, this does not extend the leave of absence period.

FMLA leave is without pay when paid leave benefits are exhausted.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as

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practicable and generally must comply with MYR Group Inc.'s normal call-in procedures.

Employees must provide sufficient information for MYR Group Inc. to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform MYR Group Inc. if the requested leave is for a reason for which FMLA leave was previously taken or certified.

Employees will be required to provide a certification and periodic recertification supporting the need for leave. MYR Group Inc. may require second and third medical opinions at MYR Group Inc.'s expense. Documentation confirming family relationship, adoption or foster care may be required. If notification and appropriate certification are not provided in a timely manner, approval for leave may be denied. Continued absence after denial of leave may result in disciplinary action in accordance with MYR Group Inc.'s attendance guidelines. Employees on leave must contact the Human Resources Department at least two days before their first day of return.

The Organization's Responsibilities

MYR Group Inc. will inform employees requesting leave whether they are eligible under FMLA. If they are, the notice will specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, MYR Group Inc. will provide a reason for the ineligibility.

MYR Group Inc. will inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If MYR Group Inc. determines that the leave is not FMLA-protected, MYR Group Inc. will notify the employee.

Unlawful Acts

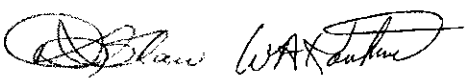
FMLA makes it unlawful for MYR Group Inc. to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against MYR Group Inc.

FMLA does not affect any federal or state law prohibiting discrimination, or supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights.

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MYR GROUP

Human Resource Policy Statement

Topic: Code of Ethics

Section: HR 4.40

Policy

This policy exists to provide employees, vendors, competitors, unions, auditors, government entities and members of the general public with an official statement on how MYR Group Inc. and its subsidiaries (hereinafter referred to individually or collectively as the "Company") will conduct themselves in the marketplace.

The Code of Ethics (the "Code") adopted by the MYR Group Inc. Board of Directors, may from time to time be amended, is applicable to all directors, officers and employees of the Company and its subsidiaries.

A copy of the Code may be obtained by contacting the Company's Human Resources Department or from the Company's website at www.myrgroup.com.

Reporting and Accountability

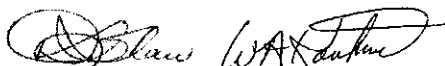
The Board of Directors or Audit Committee of the Company is responsible for applying the Code to specific situations in which questions are presented to it and has the authority to interpret the Code in any particular situation. Any person who becomes aware of any existing or potential breach of the Code is required to notify their supervisor, the Chairman of the Board of Directors or Audit Committee promptly. Failure to do so is itself a breach of the Code.

Specifically, each person must notify the Company promptly of any existing or potential violation of the Code by reporting such existing or potential violation to their supervisor, manager, the Company's Human Resources Department, the Company's Legal Department or by calling the Company Employee Hotline at 800 461.9330.

Inquiries

All inquiries and questions in relation to the Code or its applicability to particular people or situations should be addressed to the Company's Secretary.

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Material Data Safety Sheet

On the Web at www.3eonline.com

MYR Group Inc. provides free access for all employees to review a comprehensive explanation and listing of the chemicals that employees may come in contact with while at the workplace. To get a copy of the Material Data Safety Sheet on these chemicals, follow the 4 easy steps below.

1. Use this information to Login

Welcome to the NEW
To begin, please enter your
Should you have any questions, please contact our customer support team at 1-800-451-8346 or call 3E at 800-451-8346.

2. Select "Product Name"; "contains" and enter the first 3 or 4 letters of the product name and Click "SEARCH"

3. Click on the MSDS you want to open, then click on the View, E-mail, or Fax window

4. Fill in the information and Click "Send" or just Click view to open the MSDS for printing

Don't have a computer handy?
Call 1-800-451-8346 and a 3E Technical Assistant will send the MSDS by fax or e-mail where ever you want it.